

**BOARD OF DIRECTORS – ACTION SUMMARY**  
**Wednesday, October 13, 2004 – 6:00 p.m.**

**Administration Building**  
**2101 Hurley Way, Sacramento, CA**

**CALL TO ORDER**

The meeting was called to order by President Jones. Board Members present: Duveneck, Engellenner, Goold, Jones, Kelly, Lawson, Trujillo, Valley. Director Granados, absent. Staff: Fire Chief Martinez, Board Clerk Tilson.

**PLEDGE TO FLAG**

**PUBLIC OPPORTUNITY TO DISCUSS MATTERS OF PUBLIC INTEREST WITHIN DISTRICT JURISDICTION INCLUDING ITEMS ON OR NOT ON THE AGENDA**

Greg Hoeger, resident of North Highlands, displayed a candidate election tile for Mr. Granados that he received in the mail and questioned permission of its use because this picture hangs over the District water fountain.

The mailer was given to Fire Chief Martinez for a report back.

**CONSENT AGENDA:**

1. **Board Meeting Action Summary—September 22, 2004**
2. **Special Board Meeting Action Summary—October 6, 2004**

- **Board Action:**  
*Engellenner/Kelly—approve the Consent Agenda. Directors Duveneck, Engellenner, Goold, Jones, Kelly, Lawson, Trujillo, Valley, AYE. Director Granados, absent. Motion carried.*

**ACTION ITEM(S)**

1. **Resolution No. 51-04—OES Grant Program Signatory Authorization—(Mugartegui)**

- A Resolution to provide an updated signatory authorization to designated District staff for all OES Hazardous Material Emergency Preparedness Grants was considered.
- **Board Action:**  
*Engellenner/Goold—adopt the Resolution. Directors Duveneck, Engellenner, Goold, Jones, Kelly, Lawson, Trujillo, Valley, AYE. Director Granados, absent. Motion carried.*

**2. Resolution No. 52-04—McClellan Groundwater Remediation Easement—(Horel)**

- The United States Air Force through its agent, the Army Corps of Engineers, has requested an easement for a groundwater monitoring well that is already in existence on the 6.3 acre parcel of District-owned property at the intersection of Watt and Myrtle Avenues in North Highlands.

The location of the well and the proposed 0.067 acre access easement will not adversely impact plans to construct or operate the proposed fire station on the property.

The District will receive a fixed sum of \$17,500 as compensation for a temporary 15-year easement payable upon acceptance of the agreement.

- Staff recommends the Board approve the offer to sell the easement for \$17,500 and adopt the Resolution to authorize the Fire Chief to execute the easement agreement.
- **Board Action**  
*Goold/Engellenner—Adopt the Resolution. Directors Duveneck, Engellenner, Goold, Jones, Kelly, Lawson, Trujillo, Valley, AYE. Director Granados, absent. Motion carried.*

**PRESENTATION ITEM(S)****1. Battalion Chief and Captain Mock Assessment Centers—(Means)**

- A three-page staff report with attached participant comments was presented to the Policy Committee today.
- For the first time in Metro's four-year history, the District provided promotional testing mock assessment centers for Captain and Battalion Chief candidates. Videotapes were provided to the participants for evaluation purposes.
- Between the months of May and August, the District provided three Battalion Chief and six Captain mock assessment centers. A total of 19 employees in the rank of Captain participated in the Battalion Chief mock assessment centers and a total of 43 employees in the ranks of Engineer and Firefighter in the Captain's.

- The District retained the services of CPS Human Resources Services to develop and facilitate the mock assessment centers. A valid testing process was achieved with a total cost of \$32,022.11 or about \$516 per candidate, excluding staff time and materials utilized.

This is an excellent investment in the future of the District because the employees are being prepared on their career path; facilitates combining two agencies into one Metro culture.

Engineers were not included because their exam was just completed for a two-year cycle—process should be done mid-cycle.

### **Discussion**

- In response to Director Duveneck, previous exam scenarios are utilized but a new scenario will be developed for the promotional exam in 2005. The important factor of the mock test is to impart an understanding of the performance dimensions utilized by the evaluators.
- Director Goold suggested this program be extended to entry-level candidates not in the system, in addition to the Engineers.

Recommended tracking the progress of the 62 participants for future sharing of the benefits with other employees to encourage an increase in participants.

Deputy Chief Means stated the employees will be tracked with a report back.

- Program included in the Human Resources budget for Other Professional Services, not under Training.
- Director Trujillo requested the total cost of the program; inquired about assurances that the mock assessment test will be consistent with the combined agency.

Response by Deputy Chief Means:

- The cost for the process development and materials are included in the \$32,022.11 but not staff time and food—will capture further cost.
- The process of the mock assessment and the testing are consistent and only the scenarios change.
- Members of the Board commended Deputy Chief Means for her presentation.

- Director Trujillo requested comment from Local 522 on the issue of posting scores in addition to the already ranked list for the Captains. Inquired about ranking the Battalion Chiefs test also.

Fire Chief Martinez stated the Battalion Chiefs ranked list was abolished in 1996. Prior Boards have allowed promotion based solely upon his observation of the scores. An assessment center for the Battalion Chiefs generates a list of successful candidates, with appointment by the Fire Chief. For succession planning, a Battalion Chief requires skill sets different from a Captain.

For clarification, Deputy Chief Means stated both the Engineer and Captain lists are ranked in the order of success with a rule of three for promotion by the Fire Chief.

- Pat Monahan of Local 522 thanked the Board, Fire Chief Martinez and staff for passing the SCERS enhanced retirement benefits to equalize the retirees.

The assessment center is definitely a step in the right direction for the success of the candidates.

Relative to the Battalion Chief testing, it is extremely important for Local 522 members taking the test to be represented. In agreement with the Engineers and Captains list and the rule of three but felt it appropriate for the Battalion Chiefs list to also be ranked with the rule of three. Through past discussions, it was indicated that this is a 228 issue, but those taking the test are still members represented by 522. Local 522 feels they have a right to know how successful they were on the test and it should be a ranked list in his opinion as a local labor leader.

- Responding to Director Goold, Fire Chief Martinez stated the Cadet Program is one way to mentor some people interested in a fire service career, along with other community-based organizations. The volume involved would greatly exceed the District's capacity but we will continue to work on that.

Relative to consistency and continuity, this is one of our biggest goals. The most valuable piece is participation and the mock assessments are very worthwhile.

- Director Jones inquired about the previously mentioned potential of a firefighting training orientation class at the local community college level.

Fire Chief Martinez stated that Los Rios Community College and American River College offered a fitness class geared toward the successful completion of the firefighter entry physical test, more specifically for the City of Sacramento. Eventually, the class was removed from their academic catalogue.

The District is using the CPAT entry testing process. It is a statewide accepted test nationally based. There is no other movement or discussions but this may be accomplished on a smaller scale with support from the fire agencies and community-based organizations.

#### **PRESIDENT'S REPORT—(Jones)**

None.

#### **FIRE CHIEF'S REPORT—(Martinez)**

- A four-page letter from Fire Chief Martinez dated October 12, 2004, with attachments, was distributed to the Board in response to a web page for a fire board election outside of this county. He called attention to the fact that it is unfortunate to find ourselves in the midst of some misinformation and his letter clarifies the information.

Likewise, he received a call from the Galt Sentinel inquiring about a Metro-Galt merger. For the record, he has not discussed any mergers.

- The Pension Funding Bond program was adopted at the last Board meeting with representatives currently in New York for the bond sale.

Deputy Chief Appel reported the maximum interest rate authorized was 6.5%. Pre-bidding started yesterday at 5.62% and the bonds sold at 5.356%, with a savings of one-quarter percent or \$180,000 in simple interest. Actual savings will be more with compound interest over a 30-year amortization period. Purchasers of the bonds were so confident by the stability demonstrated with the AA rating that Metro Fire was not required to buy insurance at the purchaser's request, resulting in additional savings—\$400,000 was budgeted to insure over the 30 years.

Dennis Ciocca, the District's financial consultant, will be at the next meeting to give the Board a complete report on the bond sale.

On behalf of the Committee, he thanked the Board who deliberated and made a very difficult decision and we came out with a positive result for the District.

**GENERAL COUNSEL'S REPORT—(Appel)**

In the absence of Counsel Price, Deputy Chief Appel reported two Workers' Compensation claim settlements:

- Within settlement authority provided by the Board of Directors, staff and Workers' Compensation Counsel have secured a stipulated settlement award of WCAB SAC 332340 and 3323414 from John Costello for the amount of \$20,357.50 plus costs for future medical treatment to cure or relieve the effects of the injury.
- Within settlement authority provided by the Board of Directors, staff and Workers' Compensation Counsel have secured a stipulated settlement award of WCAB SAC 0328701 and 0328703 from Russell Knierim for the amount of \$26,547.50 plus costs for future medical treatment to cure or relieve the effects of the injury.

**COMMITTEE AND DELEGATE REPORTS:****Executive Committee—(Jones)**

- Next meeting: TBA

**Communications Center Delegate—(Engellenner)**

- A memorandum was distributed from Comm Center Manager Harry on the flood recovery.
- Next Meeting: October 26, 2004 – 10:30 a.m.

**California Fire & Rescue Training Authority—(Goold)**

- Next meeting: TBA

**Finance Committee—(Jones)**

- Next meeting: October 27, 2004 – 5:00 p.m.

**Policy Committee—(Trujillo)**

- Received report on today's meeting.
- Next meeting: November 10, 2004 – 5:30 p.m.

**INFORMATIONAL ITEMS:****Correspondence**

1. Loomis Fire Protection District Thank You/SMFD

- **Board Action**  
*Received and filed.*

**BOARD MEMBER QUESTIONS AND COMMENTS:****Lawson:**

- Several months ago, the Ad Hoc Committee reviewed the Fire Investigator job description. Requested status update from Chief Dobson.  
  
Fire Marshal Dobson stated the Ad Hoc Committee was informed that the U.S. Fire Administration was preparing a report. It basically takes about eight weeks to get the draft report back. They gave their preliminary findings and indicated there should be no surprises but they would get more specific in their Findings and Recommendations. Waiting for a report back.
- Commended Deputy Chief Means and Fire Chief Martinez on the mock assessment report.
- Recently had a meeting with Ginger Rutland from the Sacramento Bee. For the record, he was very offended personally by some of the questions asked about the firefighters in this area and the pensions and benefits they received. Apparently, individuals in this community do not understand the worth of our Metro District, the energies that the Chief and the Board puts forward, and the resolution he is trying to make is a healthier and safer community. He is just defending the posture of Metro and what those who serve us are entitled to.

**Duveneck:**

- The letter in the Board packet from the Loomis Fire Department is one of the most sincere and touching letters of what we have done to help others in the communities. What we sent [a 1989 Ford Cabover pumper] made a huge difference for them and it is commendable for our District.
- Watched a movie—Ladder 49. Downside relative to the condition and age of their equipment compared to ours. Our equipment is something to be proud of but sometimes what we have is taken for granted.

**Martinez:**

- Recognized the support divisions of Training, EMS, and Logistics in addition to Human Resources and their mock assessments, for all their work and contributions in facilitating functions that are critical to the success of the District core activities.

**RECESS TO CLOSED SESSION 6:55 PM**

**RECONVENE TO OPEN SESSION 7:20 PM**

Report by Deputy Chief Appel:

**1. CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION**

Significant exposure to litigation pursuant to Subdivision (b) of Section 54956.9:

Claim Against Public Entity Pursuant to Government Code Section 910 by Michael J. Besoyan

- **Board Action:**

Engellenner/Duveneck—deny the claim. Directors Duveneck, Engellenner, Goold, Jones, Kelly, Lawson, Trujillo, Valley, AYE. Director Granados, absent. Motion passed.

**2. CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION**

Pursuant to California Government Code Section 54956.9(a) – One (1) Case

David Massengale vs Sacramento Metropolitan Fire District  
Claim Number 6221030600

At the request of staff, the Board provided settlement authority. No further action was taken.

**ANTICIPATED ACTION AND PRESENTATION ITEMS:****Lawson:**

- Requested the issue of the Battalion Chief testing be placed on the next Policy Committee Agenda.

- **Board Action:**

*General consensus that this item be placed on the Agenda for November 10, 2004.*

**ADJOURNMENT:** The meeting was adjourned at 7:25 p.m.

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Gay Jones, President

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H. Peter Engellenner, Secretary

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Charlotte Tilson, Clerk of the Board